

Human Resources and Organisation Development

June 2021 Human Resources and Organisation Development



This is our Mission

- We develop the Council to be high performing so we can deliver great services for our city.
- We nurture equality, diversity and talent at all levels. Our workforce should reflect our communities.
- We make sure that everyone can thrive and give their best at work.
 We recognise their pride and passion.
- Working in partnership, we innovate to speed up workforce change for the future
- We spot issues early and work with managers to stop them from escalating. We are always efficient and effective in how we work.

And these are our **Strategic Objectives:**

Develop and implement a comprehensive **organisation development plan** that is owned by leaders in the city council

Make the city council

representative of the

communities that we

greater value from our

respective workforces

We make sure that **develop**

and implement partnership arrangements to get ever

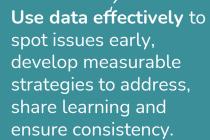
serve.



Develop our existing workforce, including targeted development, so that fair representation at all levels is achieved.



Make sure that employees and managers, and representatives, are fully engaged in decisions that affect them, and that they report increased levels of positivity, pride and passion in measures.



Implement best in class systems and processes so that we are able to be efficient and effective and to have meaningful data on which to base decisions.

Support and develop managers skills and confidence so that they manage their people really well. Where this doesn't happen, take steps to remedy.





How does the operating model work?

Expert advice

Casework, Learning and Development, restructures

Customer services

HROD transactions

Answering enquiries and being the front door

Leadership

Responding to and leading changes

Special projects

Business Partners

Freed from day to day enquiries and able to be a bit more of the strategic partner

Centres of excellence

Small teams driving improvements where needed eg policy, strategy and change, talent and diversity

